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UNITED STATES CIVIL SERVICE COMMISSION
WASHINGTON, D. C.

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August 31, 1943
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DEPARTMENTAL CIRCULAR NO. 394, Supplement No. 3

SUBJECT: Proposed modification of policy agreement stated in Departmental Circular No. 394, Supplement No. 2, January 16, 1943, with respect to the payment of salary differentials for positions subject to the Classification Act of 1923, as amended, located in territories and insular possessions.

TO HEADS OF DEPARTMENTS AND INDEPENDENT ESTABLISHMENTS:

An agency having positions in Puerto Rico and the Virgin Islands has recommended a revision of the agreement with respect to those localities. It points out that in its opinion the policy is not a desirable one in those areas because the basic salary scales of the Classification Act even without a 25 percent differential are "considerably in excess of the salary schedule for the insular government, the local governments or private employers in Puerto Rico and the Virgin Islands" and because "the policy has resulted in many administrative and clerical workers leaving private employment for Federal employment". The agency suggests that a revision of the agreement should be made so that the differential will apply only to personnel recruited from the States and then only for a limited period, probably not to exceed two years, after entrance on duty in these areas. All other personnel under the Classification Act in these two areas should, in the opinion of the agency, be paid in accordance with the basic salary schedules excluding any differential.

The policy agreement provides that modifications must be approved by all signatory agencies before they are put into effect. The modification proposed is sufficiently broad in character to require reconsideration by all agencies participating in the original agreement and having positions in the areas concerned. Consequently, in order to determine whether a general conference on the subject is desirable and to provide for the submission of information as background for the conferees, we would like to receive from departments and agencies having positions in Puerto Rico or the Virgin Islands subject to the Classification Act (a) general comments on how the agreement has worked out in those localities; (b) comments on the specific proposal that only those personnel who have been recruited from the States shall receive any differential; and then only for a limited period after entrance on duty; and (c) any information which the departments or agencies may have available showing the relationships between salary scales under the Classification Act and local salary scales

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for the same or similar kinds of work in Puerto Rico or the Virgin Islands. A prompt reply will be appreciated by the Commission and by the agency which has made the suggestion described above.

By direction of the Commission:

Very respectfully,

/s/

L. A. Moyer
Executive Director
and Chief Examiner